



## PMC MANAGEMENT APPROVES WORKER'S REQUEST FOR PRAYER TO EASE PAIN

Palabora Mining Company (PMC) management understands that in life change is inevitable. The business leaders have remained resilient against many challenges including steadily declining safety culture which impacted on our safety performance- and sadly we have lost lives during that time.

In December 2021 – PMC Mining Executives, Sam Ngidi: Senior Manager Operations and Lift II Project, Expect Kwinana: Former Senior Manager Lift I Operations and Johan van Dyk: General Manager SHEQ, halted operations for 3 consecutive days and gathered all Underground teams together with various key business stakeholders to hold a Mining Indaba.

The purpose of the Indaba was to probe the possible root causes of the embedded testing safety behaviour evident in operations and bring about progressive and sustainable solutions in an attempt to reduce the number of injuries and fatalities. Many challenges were highlighted, and many possible solutions were proposed, and some even earmarked for adoption into operating policies to enforce safety compliance. However, amongst the technical and behavioural considerations submitted, there was a unique request from the teams.

Underground workers pleaded with management to prioritize the healing of



their souls through a spiritual intervention. The employees pleaded with the PMC management to grant local pastors access to Underground operations for prayer to cleanse their work environment and heal broken spirits.

Now in the year 2022 - following the Indaba, management has approved the pastor's visit

for a prayer session Underground targeting to improve the worker's experience towards Zero-Harm. Five (5) local church pastors stepped into the Mary Anne to pray Underground. The local clergymen accompanied by PMC leaders: Abby Ledwaba, Robert Khumalo and Justice Lelophe checked out one of their bucket list

wishes to visit PMC Underground operations.

The team of 5, after receiving induction and Rescue Pac training were donned in full Underground PPE satisfying our safety compliance. The holy men, descended the carrier pop-eyed, marrying their pre-conceived beliefs about PMC Underground operations versus this modern and well lit, beautifully mined, ventilated wide tunnel they were standing in.

Prayer commenced immediately after reaching Lift I Transfer Level. They stretched themselves despite their aged knees- walking for 2 hours solid, following the trail of accidents, kneeling, singing, praying and breaking strongholds.

Working teams on duty expressed that seeing Men of Faith praying Underground increased their feelings of safety and moreover, it's a reflection that their leadership is mindful of their pain and safety.

Mr. Ngidi and Mr. van Dyk and their teams trust that God heard the prayers and that the tide will begin to turn. Teams are encouraged to continue complying to safety protocols and leaving the rest to God.

This initiative supports employees achieving Zero-Harm and returning home to their loved ones safely.

**THE GOAL REMAINS ZERO-HARM! KHUMBUL'EKHAYA.**





# Buffalo

## FACT SHEET

Palabora is dedicated to the protection of the environment in which its activities are conducted. We are particularly conscious of our proximity to the Kruger National Park and the abundance of flora and fauna in the area and attempt to promote harmonious co-existence of people, industry and wildlife through education and responsible management

### Situation Analysis

The nature of the operations at Palabora involves the use and reuse of large amounts of water daily. This has resulted in many water bodies on the property that naturally attracts wildlife, during the drier months of the year between May and December. This together with the low number of predators such as Lions have resulted in several Buffalo herds residing on site. These herds are often seen around operational areas in herd sizes of 30 to 150.

### Buffalo & Veld Management System

Palabora believes in gathering data so that informed decisions can be made on how to manage the wildlife and minimize animal human conflict on site as far as possible. Wildlife Information is gathered daily by the wildlife management team. On PMC several Buffalo have Yellow Tags, these individuals form part of

our annual Disease screening project where they are tested for diseases such as TB, Brucella etc. Information gathered includes sightings of animals, herd structures, new calves, or pregnancy in cows, Numbers of "Dagga Boy" bulls, behavioural changes in individual animals, Injuries and foraging preferences are also captured.

This information assist management in making either decisions on the capture and relocation or the humane euthanasia of problem or injured animals.

Data capturing assist management in preparation for additional feed requirements and perimeter management to restrict Buffalo movement into sensitive areas.

Bush-clearing and housekeeping in operational areas play a key role in the management and control of Buffaloes into these areas.

### Poaching, Problem animals, Diseases and Human-Animal interactions

Palabora has trained game rangers who can identify and address issues of poaching and problem animals. Problem animals are reported to the local Nature Conservation authorities, evaluated, and appropriate action taken where necessary. Diseases are identified with the assistance of local veterinary services and the necessary precautions are taken to ensure that diseases do not spread any further.

### Displacement Behaviour awareness

Buffalos are known to be some of the most dangerous animals in South Africa, they form part of the Big 5 (Lion, Elephant, Leopard, Rhino, and Buffalo) and Dangerous 7 (Big 5, Hippo and Crocodile)

Buffalo tend to be docile grazers but the slightest indication of danger can send them into an immediate Fight or Flight mode. They are very protective over their young and other herd members and will come to assist any of them in need. They seek safety in numbers and have been known to ward off and even kill lions that try to attack. They seldom see a vehicle as a threat and will in most cases move out of its way but if an individual is startled it may turn to defend itself from any threat including a vehicle.

### Uneasiness or displacement behaviour:

- Chin lifted and head raised with ears forward
  - Moving towards the threat
  - Snorting and shaking head often turning around to face you again. This behaviour shows that the Buffalo is aware of you and may perceive you as a threat they will assess and then either turn away.
- Buffalo displaying this behaviour should be given ample space to move away.

Did You Know

Buffaloes are good swimmers

Buffalo Bulls often Fight resulting in injuries on the head

They will always remain within 1 day's walk from a water source

Buffaloes on PMC with Yellow tags are part of the Disease screening Project



In the wild, Buffaloes lives up to an average of 18 years

"Dagga Boy" is a name given to old buffalo bulls that tend to walk alone or in small groups

Buffalo herds can range from only a few individuals to thousands depending on the area they occupy



# SHEQ Corner Unsafe driving behaviour on site- 938 Traffic Infringement issued since January 2022

In the past, safe driving habits on site were important to PMC employees and contractors. Almost every SHEQ Share included at least one driving or road use share, but at some point, this changed. Perhaps some want to blame COVID, but the truth is that driving behaviour on site has been deteriorating for some time, to the extent that it is now posing a serious risk to employees and contractors.

Traffic or vehicle deviations that we see on site can be categorised into three distinct groups, namely (1) transgression of an administrative nature, for example not displaying a public license or PMC permit, (2) roadworthiness of vehicles and (3) transgression of a safety regulation, usually a National Road Traffic Act regulation. It is clear that the 3rd group is more important in terms of our safety initiatives, since poor driving exposes others to danger and is also a safety violation.

Therefore, it is with the safety of our people on site in mind that Security has embarked on regular traffic operations, resulting in 938 infringements being issued since the beginning of the year.

It is very disturbing to notice that of 938 infringements issued by Security, 63% of those infringements are due to unsafe driving! If you consider that unsafe driving is an unsafe act, it means that there are nearly 3 unsafe acts per day (!) identified by Security just on our roads. These unsafe acts are the following:

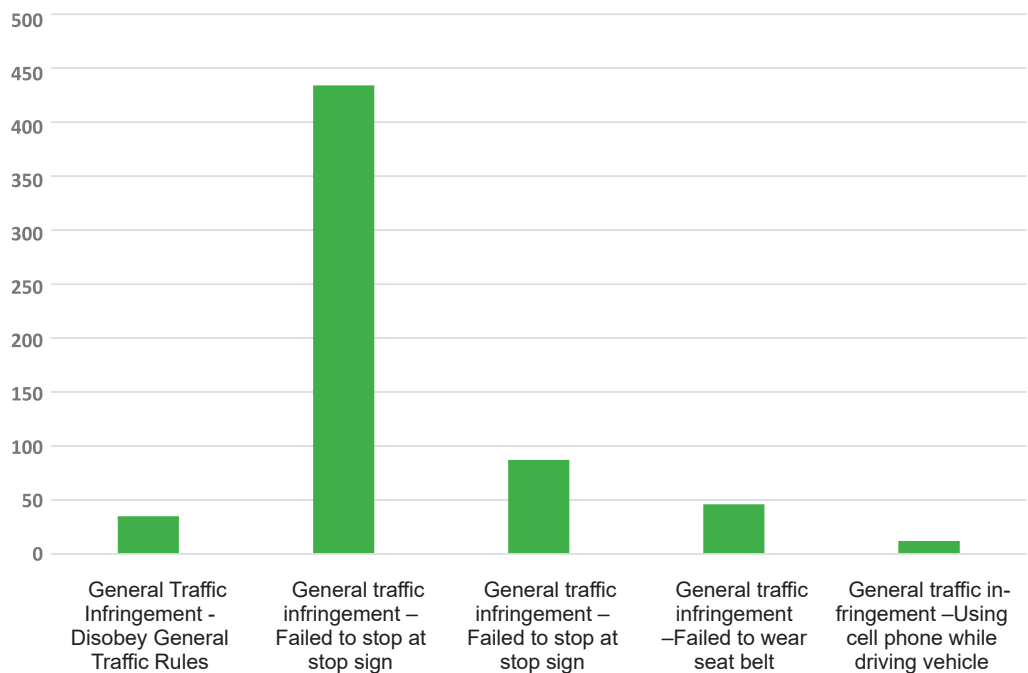
Failure to come to a complete stop at stop sign is the biggest culprit! Employees are encouraged to please check their

own behaviour by stopping completely and then counting to 1 before the vehicle moves again! If you can't even count to one before your vehicle moves, it means that you have done a rolling stop, which is a safety violation. What remains a concern is that after years and years of implementation, people still speed on site, do not wear seat belts and even talk on the cell phone while driving. You are endangering your own and other people's lives!

Please note, to counter this unsafe behaviour,

Security is working very closely with the ER Department to ensure corrective discipline (ensure accountability) for these behaviours. Measures to address transgressions by Contractor Employees are also on the way, with blacklisting for periods of up to 3 and 6 months a possibility.

Working and behaving safe is everybody's responsibility and safe driving habits is part of this package. In fact, how you drive reflects YOUR attitude towards safe work. Please show others YOUR positive attitude by driving within the rules.



## Mining



## “KEDIBONE” Safety Campaign

On the 15th of July 2022 the Growth Lift II Construction team in collaboration with their Construction Contractors launched the “Kedibone” safety campaign. “Kedibone” loosely translates to “I have seen” and this is exactly the intension of the campaign, i.e., to simulate an unsafe condition or accident that may possibly occur in our construction areas. This is done in an industrial type of theatre and witnessed by the construction teams. The purpose is for employees to see what can see what can go wrong if risks are

not mitigated and procedure not followed and not only hear about it in a line-up.

### Working at Heights

This campaign rolled out with “Working at heights” being the first topic to be demonstrated. The first simulation was managed and directed by VEA Mining (Contractor appointed to construct Crusher 5 Underground) and VKY (appointed scaffolding contractor for PMC) erected a 3-story high scaffolding to create a realistic work environment. As the relevant subject matter experts VKY ex-

plained the appropriate donning procedure and use of the safety harness. Furthermore, they also demonstrated the correct way to rescue a conscious as well as an unconscious person after falling from a height while wearing their safety harness.

To end the simulation, a test dummy (affectionately christened “Kedibone”) was dropped from the top of the scaffolding. A deathly silence spread through the crowd after it hit the ground, his bones now shattered, and body twisted and deformed. It was immediately clear that no

one realized the severity of injuries from falling from that height! The simulation had fulfilled its purpose.....

### Going Forward

A “Kedibone” simulation will now be a regular feature throughout the Growth Lift II construction project. This initiative will remain a collaboration between the owner's team AND the various construction contractors. Our thanks to all participating in making the first event such a big success.

## Community PMC funds Enviro Loo Ablution facilities and kitchens in 3 local primary schools in Makhushane

PMC has elevated 3 local primary schools in Makhushane namely: St Patrick Mathibela Primary, Makhushane Primary and Bollano-to Primary. The mine funded the construction of enviro loos in these schools with the aim to make learning functional for both the learners and educators.

This project has enabled the learning experience in these schools to transform drastically. Teaching is on par as class time interruptions are finally managed. Learners no longer require extended grace periods

out of class, queuing to access the loo.

Projects such as these, are examples of the success that can be achieved if government and business work together. Functional ablution facilities in a school or any environment are an essential need whose essence cannot be overlooked or undermined. Palabora Copper played a key role in closing the gap where the local municipality was challenged to deliver the required services or resources timeously. Together Building A Sustainable Future.



## Editor's comments

On 9 August 1956, more than 20 000 women marched to the Union building protesting the extension on Pass Laws. This year on 9 August, marked nationally as Women's Day- PMC observed to celebrate its women who resonate the same spirit for “BETTER”. Resilient in their engagement to transform operations by optimizing safety and supporting cost-saving. Enjoy your second issue and keep SAFE!

## Dr. MGIBA's CORNER

### What is a non-communicable disease?

A non-communicable disease is a non-infectious health condition that cannot be spread from person to person. It also lasts for a long period of time. This is also known as a chronic disease.

Non-communicable disease contribute about 70 percent of all deaths worldwide.

Non-communicable diseases affect people belonging to all age groups, religions, and countries.

Non-communicable diseases are often associated with older people. However, it hasn't been so. annual deaths from non-communicable diseases occur among people aged 30 to 69.

More than 85 percent of these deaths occur in low- and middle-income countries and in vulnerable communities where access to preventative healthcare is lacking.

A combination of genetic, physiological, lifestyle, and environmental factors can cause these diseases. Some risk factors include:

- unhealthy diets
- lack of physical activity
- smoking and second-hand smoke
- excessive use of alcohol

Poor diet and physical inactivity can cause increased:

- blood pressure
- blood glucose
- blood lipids
- obesity

Some people are born with genetically predisposed to have certain chronic conditions, however with good practice of healthy diet and physical activity one can reduce chances or even prevent against getting such conditions.

What are the most common noncommunicable diseases?

Some noncommunicable diseases are more common than others.

The four main types of noncommunicable diseases include:

- Cardiovascular disease (e.g., High blood pressure)
- Cancer (Breast Ca. Prostate Ca and etc)
- Chronic respiratory disease (e.g., COPD)
- Diabetes.

Series on chronic conditions to be presented bi-weekly.



PMC Athletics Club members

will fly the PMC flag high at the

2022 Comrades Ultra-marathon

in Kwa-Zulu Natal



Victor Manena (41)

My first love has always been indoor weight lifting and bodybuilding. A friend recruited me to running in 2014 and I did my first Comrades then.

2022 will be my 5th Comrades. Based on my training and “talent” my planned finish time for this year is sub- 10:00hrs finish.

Running is physically exhausting but mentally and emotionally recharging. Every run presents a new challenge, a new opportunity to push myself. Simply put, running is my sanity. Unlike bodybuilding, running can be done both individually and with a team. The best part about running Comrades is the opportunity to be a part of over 20000 runners who line up for the event and meeting people who have the same “crazy” mindset as you. You can find yourself spending over 8 hours running with a complete stranger on the day and you will feel like you have known each other for a long time – that is the best part about Comrades, the Comrades spirit.



Masilo Moremi (47)

I was a football player before taking into running full time. My wife got me into running in 2012 and I did my first Comrades in 2013. I have since completed 7 Comrades runs. You need a strong support base to be a runner. 2022 run will be my 8th Comrades. I have attained Bill Rowan Medals Sub 09:00hrs finish and I am gunning for a Silver Medal Sub 07:30hrs finish

Running allows time to get in touch with myself... Physical activity is good for mental health.

Running Comrades is an experience worth having, for any runner.



Mpho Maloma (39)

I am generally a sporty person. Sports forms a great part of my life. I started running in 2020 and have not looked back since. My biggest achievement so far was to qualify and train for the Comrades. 2022 run will be my 1st Comrades. I am very much a Novice, however I have trained for a Bill Rowan Medals Sub 09:00hrs finish I best reflect during my runs. The discipline required to be a runner is valuable to every day life. Comrades is a South African heritage. I want to experience it.



Letsoni Doctor Malepe (49)

I started running as far back as 2008. So far I have only completed 1 Comrades back in 2019. I have trained and prepared myself to complete the race in a Silver Medal range Sub 07:30hrs finish

I started running to help balance my mental health and this has so far worked out well for me.

I ran 3:15hrs at a 50km race to qualify for this race.



Makhura Philemon Mabitsela (48)

I have completed 6 Comrades races to date and 2022 will be my 7th. I have targeted Bill Rowan Medal Sub 09:00hrs finish and my long term goal is to complete 10 races to attained my Green number. I run because I desire to lead a healthy lifestyle.



Kiddies corner

Select one competition and enter. Only one entry allowed.

CROSSWORD PUZZLE

(Age 12-16)

Your entry must have the following information:

- Child Name and age
- Parent Name
- Payroll Number

Complete the PPE crossword puzzle

ACROSS

1. 1.

2. Ear 2.

5. HAT

DOWN

1. 1.

2. 2.

3. 3.

4. 4.

5. 5.

PAGE 4 | The goal remains ZERO-HARM! Khumbul'ekhaya

26 August 2022